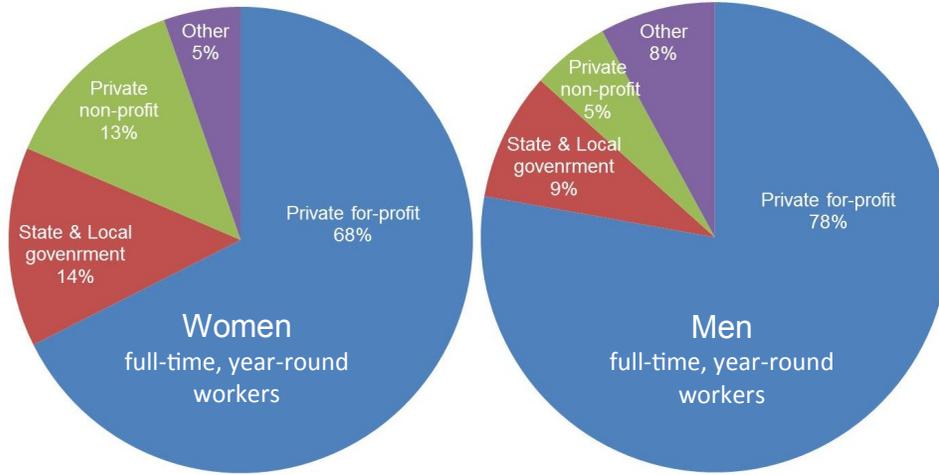


Work by Sector, Wisconsin, 2011

full-time, year-round civilian employed population 16 years and older



43% Women make up 43% of Wisconsin's full-time, year-round civilian employed population, the same as for women nationally. In Wisconsin, this represents about 800,000 workers. Among all civilian workers, women make up 49% of Wisconsin's workforce—about 1.4 M workers.

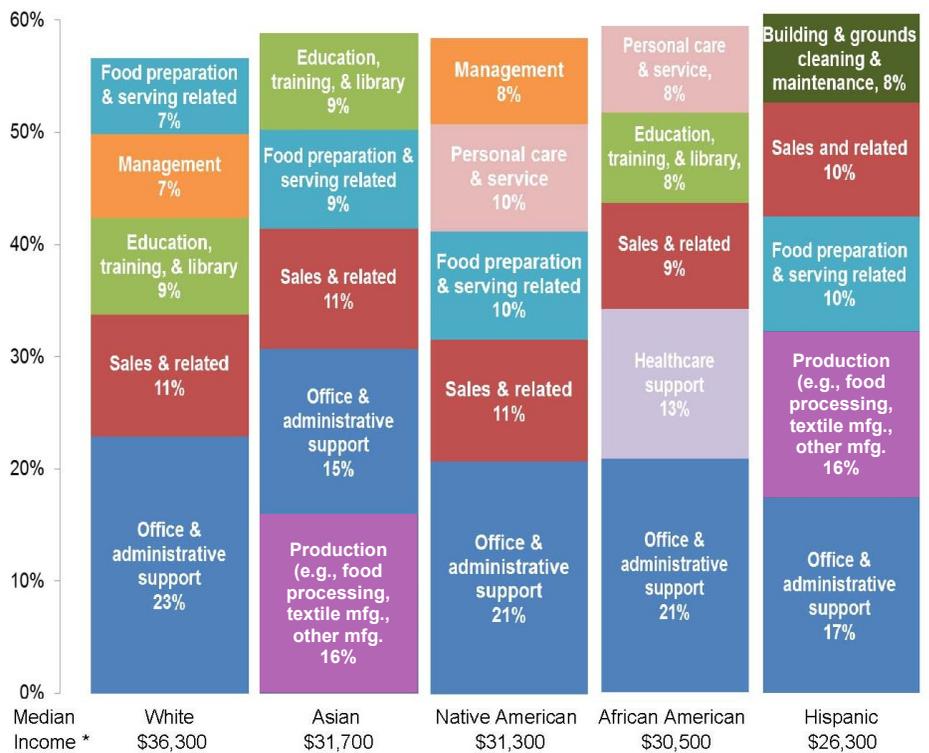
While majority of women and men work in the private sector (68% versus 78%), women are more likely than men to work in state and local government (14% versus 9%) and nearly three times as likely to work in the non-profit sector (see pie charts).

Top 5 Occupational segregation by gender is a strong feature of the labor market in Wisconsin and nationally. Many occupations remain dominated by women — e.g., women make up 97% of secretaries and administrative assistants and 85% of legal support workers. The Top 5 occupations for WI women working full-time, year-round (out of 114 occupations reported):

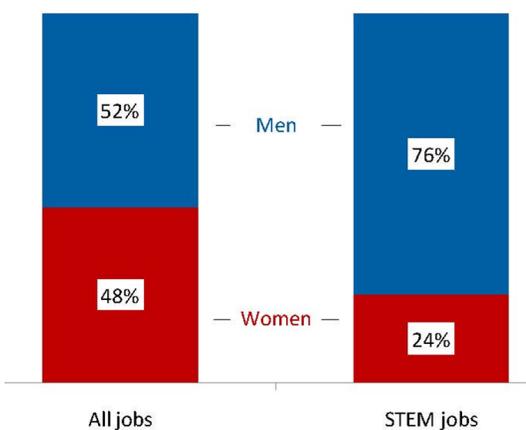
1. Secretaries and administrative assistants
2. Other office support workers
3. Registered nurses
4. Elementary and middle school teachers
5. Information and records clerks.

Census Bureau publishes a condensed list of 24 occupational areas broken out by racial/ethnic groups. Five occupational areas account for 60% of the state's female civilian employed workforce (see graph). Notably, only White and Native American women list Management occupations (with a comparatively high median) in their Top 5 list.

Top 5 Occupational Areas for Women by Racial/Ethnic Group
Wisconsin, civilian employed population, 2006-2010 (5yr est.)



Women in STEM vs. Non-STEM Jobs
United States, 2009



From Women in STEM: a Gender Gap to Innovation, US Dept. of Commerce, Economics and Statistics Administration, August 2011

25% Nationally, women make up half the workforce, but hold less than 25% of STEM (Science, Technology, Engineering, Math) jobs (see graph). This figure is unchanged over the past decade, despite increases in women's educational attainment.

STEM jobs pay more—research shows up to a 29% wage premium for women for STEM jobs compared to non-STEM jobs. STEM jobs also tend to have smaller gender wage gaps than non-STEM jobs.

Women earn less, across STEM fields, in part based the distribution of occupations. A study by the US Dept. of Commerce found that women in STEM jobs had an average hourly wage of \$31.11/hr versus \$36.34/hr for men. They note that engineering, for example, offers a comparatively high median wage and low wage gap, but only 1-in-7 engineers is a woman. 1-in-5 STEM college educated women works in a healthcare occupation, compared with about 1-in-10 men.

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Note: *Women's Median Income for all occupations, full-time, year-round, civilian population, 2006-2010 (5-yr estimate). Sources: U.S. Census Bureau, ACS S2409: Class of Worker by Sex and Median Income, 2011; ACS B24020: Sex by Occupation for the full-time, year-round, civilian population 16 and over; 2009-2011 (3yr est.) 114 occupational categories; ACS C24010: Sex by Occupation for the civilian population 16 years and over (by race), 2006-2010 (5-yr est.) - 24 occupational areas; ACS B19326: Median Income by in the Past 12 months by Sex and Work Experience in the Past 12 Months, 2006-2010 (5-yr est.); Women in STEM: a Gender Gap to Innovation, US Dept. of Commerce, Economics and Statistics Administration, August 2011 (full-time, year-round private wage and salary workers age 16 and over, US, 2009). Research Assistant: Amaris Vangen-Adams

